

Equality & Health Impact Assessment for Clinical Audit Policy

Please read the Guidance Notes in Appendix 1 prior to commencing this Assessment

Please note:

- The completed Equality & Health Impact Assessment (EHIA) must be
 - Included as an appendix with the cover report when the strategy, policy, plan, procedure and/or service change is submitted for approval
 - Published on the intranet and internet pages as part of the consultation (if applicable) and once agreed.
- Formal consultation must be undertaken, as required
- Appendices 1-3 must be deleted prior to submission for approval

Please answer all questions:-

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Clinical Audit Policy
2.	Name of Corporate Directorate and title of lead member of staff, including contact details	Claire Birchall, Executive Director of Nursing, Quality and Integrated Governance
3.	Objectives of strategy/ policy/ plan/ procedure/ service	This Policy sets out the necessary requirements for Public Health Wales to deliver its aims, objectives, responsibilities and legal requirements transparently and consistently relating to clinical audit.
4.	Evidence and background information considered. For example	The Duty of Quality (as part of the Health and Social Care (Quality and Engagement) (Wales) Act 2020) requires NHS bodies in Wales to

	<ul style="list-style-type: none"> • population data • staff and service users data, as applicable • needs assessment • engagement and involvement findings • research • good practice guidelines • participant knowledge • list of stakeholders and how stakeholders have engaged in the development stages • comments from those involved in the designing and development stages <p>Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<p>conduct assessment of improvement in outcomes achieved through national clinical audit and internal audit programmes (section 9.12). Organisations are required to ensure they have systems and processes in place to provide assurance mechanisms in relation to clinical effectiveness and service delivery, of which clinical audit is key (section 10.7).</p> <p>Clinical audit is integral to improving quality, safety and service delivery in Wales. Audit provides an invaluable insight into the quality of services being provided and monitors how well improvements are being taken forward.</p>
5.	Who will be affected by the strategy/ policy/ plan/ procedure/ service	Clinical services, who are required under the Duty of Quality and the Clinical Governance Framework to have systems and processes in place to provide assurance mechanisms in relation to clinical effectiveness and service delivery. This policy strengthens this requirement.

6. EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
<p>6.1 Age For most purposes, the main categories are:</p> <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	<p>Clinical Audit will not adversely impact upon this age range.</p>	<p>None required</p>	
<p>6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes</p>	<p>The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on their disability and long term medical conditions. There is a potential positive impact if services undertake audits that can measure the equity of their services and</p>	<p>None required</p>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
	therefore inform improvements in this area.		
<p>6.3 People of different genders: Consider men, women, people undergoing gender reassignment</p> <p>NB Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender</p>	The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on their gender reassignment. There is a potential positive impact if services undertake audits that can measure the equity of their services and therefore inform improvements in this area.	None required	
<p>6.4 People who are married or who have a civil partner.</p>	The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on marriage or civil partner reassignment, religion and	None required.	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
	belief		
<p>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether or not they are on maternity leave.</p>	<p>The process for determining the choice of local clinical audit projects will not discriminate against any women in society.</p>	<p>None required</p>	
<p>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</p>	<p>The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on their race, sex, age, sexual orientation, religion and belief. There is a potential positive impact if services undertake audit that can measure the equity of their services and</p>	<p>None required</p>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
	therefore inform improvements in this area.		
<p>6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief</p>	The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on religion and belief	None required	
<p>6.8 People who are attracted to other people of:</p> <ul style="list-style-type: none"> • the opposite sex (heterosexual); • the same sex (lesbian or gay); • both sexes (bisexual) 	The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on their sexual orientation	None required	
<p>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</p> <p>Well-being Goal – A Wales of vibrant culture and</p>	<p>The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on the Welsh Language.</p> <p>There is a potential positive impact if services undertake</p>	None required	

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thriving Welsh language	audit that can measure the equity of their services and therefore inform improvements in this area.		
6.10 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	The process for determining the choice of local clinical audit and or service evaluation projects will not discriminate against any groups in society based on their economic status	None required	
6.11 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	The process for determining the choice of local clinical audit projects will not discriminate against any groups in society based on economic status. There is a potential positive impact if services undertake audit that can measure the equity of their services and therefore inform	None required	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
	improvements in this area.		
6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	No other risks identified	None	

7. HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>7.1 People being able to access the service offered: Consider access for those living in areas of deprivation and/or those experiencing health inequalities</p> <p>Well-being Goal - A more equal Wales</p>	<p>The process for determining the choice of local clinical audit projects will not impact on people being able to access services.</p> <p>There is a potential positive impact if services undertake audit that can measure the equity of their services and therefore inform improvements in this area.</p>	<p>None required</p>	
<p>7.2 People being able to improve /maintain healthy lifestyles: Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the</p>	<p>The process for determining the choice of local clinical audit projects will not impact on people's healthy lifestyles.</p>	<p>None required</p>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight management services etc</p> <p>Well-being Goal – A healthier Wales</p>			
<p>7.3 People in terms of their income and employment status: Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions</p>	<p>The process for determining the choice of local clinical audit projects will not impact people in terms of their income or employment</p>	<p>None required</p>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A prosperous Wales			
<p>7.4 People in terms of their use of the physical environment: Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces</p> <p>Well-being Goal – A resilient Wales</p>	<p>The process for determining the choice of local clinical audit projects will not impact people in terms of their physical environment</p>	<p>None required</p>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos</p> <p>Well-being Goal – A Wales of cohesive communities</p>	<p>The process for determining the choice of local clinical audit projects will not impact social and community influences on health</p>	<p>None required</p>	
<p>7.6 People in terms of macro-economic, environmental and sustainability factors: Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate</p>	<p>The process for determining the choice of local clinical audit projects will not impact macro-economic, environmental and sustainability factors</p>	<p>None required</p>	

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Well-being Goal – A globally responsible Wales			

Please answer question 8.1 following the completion of the EHIA and complete the action plan

<p>8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service</p>	<p>No negative impacts of this policy were identified. There is a potential for positive impact, should services choose to audit areas where quality of equity is measured and acted upon.</p>
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Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.2 What are the key actions identified as a result of completing the EHIA?</p>	<p>None required.</p>			

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?</p>	No			

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.4 What are the next steps?</p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> • Decide whether the strategy policy, plan, procedure and/ service proposal: <ul style="list-style-type: none"> ○ continues unchanged as there are no significant negative impacts ○ adjusts to account for the negative impacts ○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so) ○ stops. • Have your strategy, policy, plan, procedure and/or service proposal approved • Publish your report of this impact assessment • Monitor and review 	<p>The policy continues unchanged as there are no significant negative impacts.</p>			

